

National Compensation Survey

Technical Note

The National Compensation Survey (NCS) program provides information on the average hourly earnings for occupational groups and individual occupations for approximately 80 metropolitan areas and 70 nonmetropolitan counties. The survey covers establishments employing 50 workers or more in goods-producing industries (mining, construction and manufacturing); service-producing industries (transportation, communications, and public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services); and State and local governments. Agriculture, private households, and the Federal government are excluded from the survey.

Survey design

For each survey area, the first stage of sample selection employs a technique that uses a probability proportional to employment size to select the sample of establishments to be studied. That is, larger establishments, in terms of employment size, will have a greater chance of selection than smaller establishments. Weights are then applied to each establishment so that the data collected can represent units of similar industry and employment size, which were not selected for collection. The second stage of sample selection is a probability sample of occupations within a sampled establishment. As with the selection of establishments, the selection of jobs within an establishment is also through sampling using probability proportional to size. Jobs are then classified into occupations based on their duties. A selected job may fall into any one of about 480 occupational classifications. In the last step, the work level of each selected occupation is determined using a "generic leveling" process. Using identical criteria, generic leveling ranks and compares all occupations based on duties and responsibilities.

Presentation of data

The individual survey bulletins provide tabulations on the earnings of workers in a variety of occupational groups,

specific occupations, and a wide range of work levels. Also contained in the bulletins are information on the NCS program, a technical note describing survey procedures, and several appendixes with detailed information on occupational classifications and the generic leveling methodology. Earnings are defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following forms of payments are not considered part of straight-time earnings: shift differentials, premium pay for overtime, holidays, and weekends; bonuses not directly tied to production; uniform and tool allowances; free room and board; and payments, such as tips, made by third parties.

Metropolitan areas

All agencies that collect and publish data for metropolitan areas use the most recent definitions of metropolitan areas established by the Office of Management and Budget. A Metropolitan Statistical Area (MSA) is defined in terms of entire counties, except in the six New England States where they are defined in terms of cities and towns. If an area has a population greater than one million and meets certain other requirements specified in the *Federal Register*, it is termed a Consolidated Metropolitan Statistical Area (CMSA).

Additional information

For additional information regarding the NCS, please contact the Division of Compensation Data Analysis and Planning, 2 Massachusetts Ave. NE, Room 4175, Washington, DC 20212-0001.

Telephone: (202) 606-6220

Internet: <http://stats.bls.gov/comhome.htm>

TABLE C-1. Mean hourly earnings¹ for selected occupations, all workers, all industries, selected areas,² 1997-98

Occupation ³	Houston-Galveston-Brazoria, TX	Indianapolis, IN	Seattle-Tacoma-Bremerton, WA
ALL	\$16.28	\$15.41	\$18.90
All excluding sales	16.44	15.34	19.15
WHITE COLLAR	19.92	18.24	21.28
White collar excluding sales	20.83	18.53	21.93
Professional specialty and technical	23.80	22.14	25.35
Professional specialty	26.02	24.47	26.41
Engineers, architects, and surveyors	31.06	26.60	—
Petroleum engineers	39.43	—	—
Chemical engineers	31.52	—	—
Civil engineers	32.56	24.64	—
Electrical and electronic engineers	—	26.17	29.17
Industrial engineers	24.12	25.78	—
Mechanical engineers	27.98	28.32	—
Engineers, n.e.c.	31.18	27.02	—
Mathematical and computer scientists	27.46	23.23	24.12
Computer systems analysts and scientists	27.38	23.25	24.63
Natural scientists	24.00	—	24.10
Geologists and geodesists	30.87	—	—
Medical scientists	—	—	27.84
Health related	22.09	20.47	22.99
Physicians	—	—	39.53
Registered nurses	20.62	19.09	23.01
Pharmacists	26.38	—	29.51
Respiratory therapists	17.73	—	—
Occupational therapists	—	—	21.50
Physical therapists	—	30.45	20.78
Therapists, n.e.c.	—	—	14.36
Teachers, college and university	37.42	49.57	32.30
Teachers, post secondary, n.e.c.	31.20	—	—
Teachers, except college and university	23.34	29.21	25.95
Prekindergarten and kindergarten	—	—	11.97
Elementary school teachers	23.31	30.44	28.10
Secondary school teachers	23.53	28.89	27.79
Teachers, special education	—	—	27.47
Teachers, n.e.c.	23.97	32.30	26.05
Substitute teachers	—	—	11.67
Vocational and educational counselors	22.63	—	29.90
Librarians, archivists, and curators	19.46	15.64	22.37
Librarians	19.46	—	27.06
Social scientists and urban planners	25.66	23.20	18.73
Psychologists	—	22.95	—
Urban planners	—	—	25.17
Social, recreation, and religious workers	13.31	13.37	17.08
Social workers	13.17	13.51	16.93
Lawyers and judges	34.26	—	28.36
Lawyers	33.93	—	28.26
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.63	16.46	32.94
Designers	20.60	14.94	—
Public relations specialists	22.62	—	—
Professional, n.e.c.	28.29	—	—
Technical	17.83	15.57	19.45
Clinical laboratory technologists and technicians	15.05	15.25	17.64
Radiological technicians	17.14	—	16.98
Licensed practical nurses	13.43	13.47	14.25
Health technologists and technicians, n.e.c.	13.70	11.97	15.37
Electrical and electronic technicians	—	—	19.12
Engineering technicians, n.e.c.	21.30	16.90	—
Drafters	21.48	15.66	16.20
Chemical technicians	19.32	—	—
Computer programmers	18.93	15.36	19.90
Legal assistants	16.96	—	17.12
Technical and related, n.e.c.	14.66	16.75	18.70
Executive, administrative, and managerial	29.71	25.34	26.17
Executives, administrators, and managers	33.04	30.96	31.47
Administrators and officials, public administration	25.33	17.39	—

See footnotes at end of table.

TABLE C-1. **Mean hourly earnings¹ for selected occupations, all workers, all industries, selected areas,² 1997-98**—Continued

Occupation ³	Houston- Galveston- Brazoria, TX	Indianapolis, IN	Seattle- Tacoma- Bremerton, WA
WHITE COLLAR—Continued			
Executive, administrative, and managerial—Continued			
Executives, administrators, and managers—Continued			
Financial managers	\$37.28	\$32.62	\$25.22
Personnel and labor relations managers	35.27	37.12	—
Purchasing managers	34.71	—	32.71
Managers, marketing, advertising and public relations	34.08	—	30.22
Administrators, education and related fields	31.54	32.06	35.85
Managers, medicine and health	23.29	24.58	26.27
Managers, food servicing and lodging establishments	28.74	21.89	18.69
Managers, properties and real estate	32.10	—	—
Managers, service organizations, n.e.c.	—	—	17.84
Managers and administrators, n.e.c.	35.16	31.82	32.81
Management related	24.87	18.39	19.97
Accountants and auditors	24.92	18.66	20.04
Underwriters	—	17.02	—
Other financial officers	29.20	22.77	18.77
Management analysts	25.72	—	—
Personnel, training, and labor relations specialists	22.23	15.78	24.67
Buyers, wholesale and retail trade, except farm products	25.23	—	25.07
Purchasing agents and buyers, n.e.c.	24.51	—	20.10
Management related, n.e.c.	24.18	18.20	18.51
Sales	14.49	16.38	14.06
Supervisors, sales	23.24	29.75	17.41
Securities and financial services sales	13.24	—	—
Advertising and related sales	20.49	—	—
Sales, other business services	15.78	21.36	15.92
Sales representatives, mining, manufacturing, and wholesale	18.27	—	18.97
Sales workers, motor vehicles and boats	15.29	—	17.10
Sales workers, apparel	—	6.83	—
Sales workers, parts	17.95	—	16.49
Sales workers, other commodities	10.91	12.61	9.46
Sales counter clerks	8.43	—	—
Cashiers	6.79	7.21	10.69
Sales support, n.e.c.	13.02	11.75	—
Administrative support, including clerical	11.50	11.49	13.16
Supervisors, general office	12.96	15.97	17.34
Supervisors, financial records processing	17.27	16.73	—
Supervisors, distribution, scheduling, and adjusting clerks	16.21	—	22.88
Computer operators	13.44	14.18	—
Secretaries	13.74	12.80	13.79
Stenographers	—	—	12.18
Typists	—	—	13.07
Interviewers	10.92	8.53	—
Transportation ticket and reservation agents	12.28	13.22	15.30
Receptionists	8.48	10.00	9.41
Information clerks, n.e.c.	11.27	—	12.25
Order clerks	12.19	11.28	11.02
Personnel clerks except payroll & timekeeping	11.86	—	—
Library clerks	8.04	11.41	10.75
File clerks	8.81	—	9.20
Records clerks, n.e.c.	11.16	10.77	12.44
Bookkeepers, accounting and auditing clerks	11.44	10.90	12.36
Payroll and timekeeping clerks	—	12.20	14.40
Billing clerks	12.99	—	12.69
Telephone operators	10.61	—	—
Dispatchers	—	11.31	13.43
Production coordinators	13.69	18.35	—
Traffic, shipping and receiving clerks	9.58	10.82	11.42
Stock and inventory clerks	10.08	11.37	—
Expeditors	14.74	—	—
Material recording, scheduling, and distribution clerks, n.e.c.	13.33	—	—
Insurance adjusters, examiners, & investigators	—	12.38	12.48
Investigators and adjusters except insurance	12.85	12.36	12.60

See footnotes at end of table.

TABLE C-1. **Mean hourly earnings¹ for selected occupations, all workers, all industries, selected areas,² 1997-98**—Continued

Occupation ³	Houston- Galveston- Brazoria, TX	Indianapolis, IN	Seattle- Tacoma- Bremerton, WA
WHITE COLLAR —Continued			
Administrative support, including clerical —Continued			
Bill and account collectors	—	\$10.76	—
General office clerks	\$10.32	10.33	\$12.33
Bank tellers	9.13	—	—
Data entry keyers	9.09	10.03	10.73
Statistical clerks	—	—	11.97
Teachers' aides	9.06	8.51	11.12
Administrative support, n.e.c.	12.08	10.74	13.88
BLUE COLLAR	12.44	13.76	16.60
Precision production, craft, and repair			
Supervisors, mechanics and repairers	16.05	17.88	19.03
Automobile mechanics	23.23	21.49	22.21
Bus, truck, and stationary engine mechanics	18.47	17.71	18.38
Industrial machinery repairers	16.19	14.59	19.86
Machinery repairers	15.19	19.61	19.53
Machinery maintenance	—	16.97	—
Electronic repairers, communications and industrial equipment ..	15.39	—	17.21
Office machine repairers	—	12.66	—
Millwrights	—	21.18	—
Mechanics and repairers, n.e.c.	14.89	18.17	19.73
Supervisors, electricians and power transmission installers	—	26.53	—
Supervisors, construction trades, n.e.c.	17.20	22.29	—
Carpenters	14.40	—	22.87
Electricians	17.41	20.63	24.11
Painters, construction and maintenance	11.33	—	—
Plumbers, pipefitters and steamfitters	16.57	21.51	—
Insulation workers	11.67	—	—
Construction trades, n.e.c.	9.54	—	15.11
Supervisors, production	21.36	18.51	23.42
Machinists	17.63	17.70	21.13
Butchers and meat cutters	—	12.01	—
Inspectors, testers, and graders	15.88	—	—
Stationary engineers	15.58	—	16.79
Miscellaneous plant and system operators, n.e.c.	21.52	—	—
Machine operators, assemblers, and inspectors			
Lathe and turning machine operators	10.71	12.97	15.48
Punching and stamping press operators	—	15.81	—
Grinding, abrading, buffing, and polishing machine operators	10.18	—	—
Numerical control machine operators	—	14.05	—
Fabricating machine operators, n.e.c.	15.13	13.16	—
Molding and casting machine operators	—	10.92	—
Printing press operators	—	14.17	10.68
Laundry and dry cleaning machine operators	12.56	17.06	14.14
Packaging and filling machine operators	6.81	—	—
Extruding and forming machine operators	—	13.96	—
Mixing and blending machine operators	—	13.23	—
Painting and paint spraying machine operators	—	11.33	—
Furnace, kiln, and oven operators, except food	—	—	14.89
Miscellaneous machine operators, n.e.c.	—	—	11.58
Welders and cutters	11.95	11.49	10.96
Assemblers	12.67	13.25	14.93
Production inspectors, checkers and examiners	8.66	11.82	15.46
Transportation and material moving	14.21	11.67	—
Truck drivers	12.56	13.57	17.03
Bus drivers	11.64	13.52	15.06
Parking lot attendants	12.69	12.93	14.63
Motor transportation, n.e.c.	—	—	6.69
Industrial truck and tractor equipment operators	—	7.12	9.75
Miscellaneous material moving equipment operators, n.e.c.	7.66	13.22	15.88
Handlers, equipment cleaners, helpers, and laborers	15.50	14.38	17.87
Groundskeepers and gardeners except farm	8.10	9.92	11.01
	8.17	—	11.11

See footnotes at end of table.

TABLE C-1. Mean hourly earnings¹ for selected occupations, all workers, all industries, selected areas,² 1997-98—Continued

Occupation ³	Houston-Galveston-Brazoria, TX	Indianapolis, IN	Seattle-Tacoma-Bremerton, WA
BLUE COLLAR—Continued			
Handlers, equipment cleaners, helpers, and laborers—Continued			
Supervisors, handlers, equipment cleaners, and laborers, n.e.c.	\$12.55	\$15.12	—
Helpers, mechanics and repairers	9.61	—	—
Helpers, construction trades	9.20	—	—
Construction laborers	8.06	13.53	\$16.46
Production helpers	8.74	9.96	9.41
Stock handlers and baggers	6.63	9.11	9.32
Machine feeders and offbearers	—	9.50	—
Freight, stock, and material handlers, n.e.c.	7.76	11.07	12.67
Garage and service station related	—	7.87	—
Vehicle washers and equipment cleaners	8.27	8.68	7.18
Hand packers and packagers	6.54	9.64	10.42
Laborers except construction, n.e.c.	8.20	9.09	10.18
SERVICE	8.24	8.96	13.32
Protective service	12.52	12.56	18.98
Supervisors, police and detectives	—	—	29.35
Firefighting	14.11	13.57	21.13
Police and detectives, public service	16.77	17.12	21.71
Sheriffs, bailiffs, and other law enforcement officers	16.04	—	—
Correctional institution officers	10.98	—	16.84
Guards and police except public service	8.44	7.66	8.33
Protective service, n.e.c.	—	—	10.43
Food service	6.00	6.24	7.84
Supervisors, food preparation and service	10.18	12.22	12.45
Bartenders	5.34	6.15	—
Waiters and waitresses	2.98	3.10	5.76
Cooks	7.69	8.19	9.40
Food counter, fountain, and related	6.12	—	7.53
Kitchen workers, food preparation	6.15	7.37	8.01
Waiters/Waitresses' assistants	6.54	5.10	6.02
Food preparation, n.e.c.	6.55	6.68	7.29
Health service	7.76	8.86	9.49
Health aides, except nursing	8.62	10.12	10.51
Nursing aides, orderlies and attendants	7.16	7.97	9.21
Cleaning and building service	6.69	9.11	9.16
Supervisors, cleaning & building service workers	—	—	11.79
Maids and housemen	5.67	6.47	7.76
Janitors and cleaners	6.69	9.56	9.14
Personal service	9.39	9.24	12.56
Attendants, amusement and recreation facilities	5.87	—	6.97
Welfare service aides	8.18	—	—
Early childhood teachers' assistants	6.89	—	14.45
Child care workers, n.e.c.	—	—	10.26
Service, n.e.c.	8.63	7.86	9.61

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, deferred income payments, and deadhead pay. Excluded are shift differentials, premium pay for overtime, vacations, and holidays, non-production bonuses, uniform and tool allowances, room and board, third party payments, on-call pay, and tips. The mean is computed by totaling the pay of all workers weighted by hours and dividing by the number of workers.

² The average payroll month for Houston-Galveston-Brazoria, TX, was October 1997; Indianapolis, IN, was February 1998; and

Seattle-Tacoma-Bremerton, WA, was December 1997.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately. n.e.c. means "not elsewhere classified."

TABLE C-2. Mean hourly earnings¹ by occupational group and level,² all workers, selected areas,³ 1997-98

Occupational group ⁴ and level	Houston-Galveston-Brazoria, TX	Indianapolis, IN	Seattle-Tacoma-Bremerton, WA
ALL	\$16.28	\$15.41	\$18.90
All excluding sales	16.44	15.34	19.15
WHITE COLLAR	19.92	18.24	21.28
Level 1	6.67	7.63	7.50
Level 2	8.50	8.19	10.95
Level 3	9.63	8.92	9.83
Level 4	11.78	11.61	12.76
Level 5	14.69	13.37	14.73
Level 6	17.92	13.70	15.35
Level 7	21.96	16.31	17.17
Level 8	22.45	21.61	20.31
Level 9	26.19	24.89	22.99
Level 10	28.49	35.20	29.32
Level 11	33.21	29.08	26.81
Level 12	42.13	34.96	31.49
Level 13	45.80	46.35	39.61
Level 14	60.96	—	45.25
Not able to be leveled	20.94	25.48	—
White-collar excluding sales	20.83	18.53	21.93
Level 1	7.75	8.10	8.15
Level 2	8.62	8.47	11.63
Level 3	9.62	9.67	10.33
Level 4	11.88	11.09	12.86
Level 5	14.60	12.91	14.71
Level 6	17.98	13.64	15.47
Level 7	22.11	16.21	17.11
Level 8	22.57	19.25	20.34
Level 9	25.91	24.56	22.95
Level 10	31.56	26.06	29.35
Level 11	31.84	29.27	26.76
Level 12	42.06	35.16	31.49
Level 13	45.45	46.35	38.34
Level 14	60.96	—	45.25
Not able to be leveled	21.24	25.74	—
Professional specialty and technical	23.80	22.14	25.35
Professional specialty	26.02	24.47	26.41
Level 4	11.74	—	—
Level 5	16.31	12.04	16.34
Level 6	20.40	13.69	16.75
Level 7	23.18	17.15	19.18
Level 8	22.92	19.38	21.86
Level 9	25.86	25.97	23.42
Level 10	28.87	25.40	29.80
Level 11	31.52	27.55	26.05
Level 12	40.29	32.65	29.93
Level 13	40.49	—	37.36
Level 14	58.17	—	41.47
Not able to be leveled	22.93	32.09	—
Engineers, architects, and surveyors	31.06	26.60	—
Level 5	20.13	—	—
Level 7	25.99	20.23	—
Level 8	28.65	19.88	—
Level 9	27.66	25.61	—
Level 10	30.09	—	—
Level 11	32.39	28.24	—
Level 12	39.88	32.88	—
Level 13	44.60	—	—
Mathematical and computer scientists	27.46	23.23	24.12
Level 7	23.17	—	20.88
Level 8	24.94	—	—
Level 9	26.13	23.95	23.94
Level 11	29.40	28.73	—
Level 12	36.66	—	29.55
Natural scientists	24.00	—	24.10
Level 7	23.83	—	—
Health related	22.09	20.47	22.99

See footnotes at end of table.

TABLE C-2. **Mean hourly earnings¹ by occupational group and level,² all workers, selected areas,³ 1997-98**—Continued

Occupational group ⁴ and level	Houston-Galveston-Brazoria, TX	Indianapolis, IN	Seattle-Tacoma-Bremerton, WA
WHITE COLLAR —Continued			
Professional specialty and technical —Continued			
Professional specialty—Continued			
Health related—Continued			
Level 6	\$19.89	—	—
Level 7	23.21	—	\$16.41
Level 8	20.04	—	22.52
Level 9	24.16	\$20.68	22.44
Level 10	—	—	21.28
Level 11	—	27.00	29.73
Teachers, college and university	37.42	49.57	32.30
Level 7	24.74	—	—
Level 9	26.66	16.72	24.20
Level 11	—	—	26.80
Teachers, except college and university	23.34	29.21	25.95
Level 5	11.80	—	8.94
Level 6	22.84	—	12.56
Level 7	23.30	—	24.13
Level 8	23.88	—	27.35
Level 9	—	31.10	27.88
Librarians, archivists, and curators	19.46	15.64	22.37
Social scientists and urban planners	25.66	23.20	18.73
Level 9	—	—	17.69
Level 10	—	—	20.81
Social, religious, and recreation workers	13.31	13.37	17.08
Level 6	—	9.71	—
Level 7	14.33	—	—
Level 8	—	—	16.14
Lawyers and judges	34.26	—	28.36
Writers, authors, entertainers, athletes, and professionals, n.e.c.	22.63	16.46	32.94
Level 7	24.48	—	—
Level 8	22.54	—	—
Level 9	—	—	20.03
Not able to be leveled	13.77	—	—
Technical	17.83	15.57	19.45
Level 3	—	8.71	—
Level 4	11.99	11.62	12.91
Level 5	13.87	12.58	15.54
Level 6	17.01	12.91	16.78
Level 7	21.02	16.33	16.44
Level 8	20.42	19.67	—
Level 9	27.37	24.30	22.64
Level 10	51.69	—	—
Executive, administrative, and managerial	29.71	25.34	26.17
Level 5	17.72	13.30	11.42
Level 6	18.51	14.85	14.38
Level 7	22.13	15.42	16.89
Level 8	23.55	18.49	17.78
Level 9	26.16	21.41	21.85
Level 10	30.17	27.09	27.54
Level 11	31.55	30.84	26.40
Level 12	44.38	36.73	33.41
Level 13	47.95	47.74	38.73
Level 14	62.46	—	55.16
Not able to be leveled	39.91	30.55	—
Executives, administrators, and managers	33.04	30.96	31.47
Level 5	12.84	—	—
Level 6	19.66	—	14.04
Level 7	23.53	14.73	15.55
Level 8	20.85	21.28	21.27
Level 9	27.37	21.99	24.13
Level 10	29.21	27.66	27.62
Level 11	31.30	31.08	28.50
Level 12	45.62	37.55	33.49
Level 13	48.21	49.11	38.73

See footnotes at end of table.

TABLE C-2. Mean hourly earnings¹ by occupational group and level,² all workers, selected areas,³
1997-98—Continued

Occupational group ⁴ and level	Houston- Galveston- Brazoria, TX	Indianapolis, IN	Seattle- Tacoma- Bremerton, WA
WHITE COLLAR—Continued			
Executive, administrative, and managerial—Continued			
Executives, administrators, and managers—Continued			
Level 14	\$63.60	—	\$55.23
Management related	24.87	\$18.39	19.97
Level 5	19.20	—	13.68
Level 6	18.23	14.88	14.72
Level 7	20.73	15.75	17.28
Level 8	26.24	16.92	16.90
Level 9	23.15	20.97	20.63
Level 10	31.41	—	—
Level 11	32.37	29.47	24.76
Level 12	41.01	—	—
Sales			
Level 1	14.49	16.38	14.06
Level 2	6.14	7.01	7.05
Level 3	7.53	6.75	6.11
Level 4	9.70	7.41	8.61
Level 5	11.49	13.47	12.31
Level 6	15.34	18.35	14.87
Level 7	17.37	—	14.51
Level 8	19.68	—	17.86
Level 9	21.07	31.42	19.62
Level 10	30.27	32.95	26.45
Level 11	47.97	—	28.03
Administrative support, including clerical			
Level 1	11.50	11.49	13.16
Level 2	7.76	8.10	8.15
Level 3	8.64	8.47	11.63
Level 4	9.60	9.72	10.31
Level 5	11.86	11.20	12.95
Level 6	13.07	13.09	13.67
Level 7	15.41	13.65	14.69
Level 8	17.80	15.99	16.23
Level 9	17.86	20.70	—
Not able to be leveled	—	—	10.67
BLUE COLLAR			
Level 1	12.44	13.76	16.60
Level 2	6.56	6.98	7.70
Level 3	8.35	9.19	10.35
Level 4	10.10	13.20	12.48
Level 5	12.98	12.99	14.60
Level 6	14.46	13.65	15.52
Level 7	16.24	16.32	18.24
Level 8	18.69	19.77	21.48
Level 9	19.50	22.37	—
Level 10	23.63	23.01	27.67
Not able to be leveled	—	—	12.02
Precision production, craft, and repair			
Level 2	16.05	17.88	19.03
Level 3	8.12	9.02	—
Level 4	9.79	10.91	12.06
Level 5	13.18	11.61	—
Level 6	14.88	13.19	13.60
Level 7	17.20	15.83	18.96
Level 8	18.80	19.83	21.04
Level 9	19.90	22.20	—
Level 10	22.37	23.59	25.47
Machine operators, assemblers, and inspectors			
Level 1	10.71	12.97	15.48
Level 2	6.54	7.27	8.43
Level 3	7.82	9.26	11.09
Level 4	10.29	14.65	11.16
Level 5	11.99	13.47	14.07
Level 6	13.03	13.04	12.57
Level 7	13.15	15.97	14.32

See footnotes at end of table.

TABLE C-2. Mean hourly earnings¹ by occupational group and level,² all workers, selected areas,³
1997-98—Continued

Occupational group ⁴ and level	Houston- Galveston- Brazoria, TX	Indianapolis, IN	Seattle- Tacoma- Bremerton, WA
BLUE COLLAR—Continued			
Machine operators, assemblers, and inspectors—Continued			
Level 7	\$16.93	\$19.95	—
Transportation and material moving	12.56	13.57	\$17.03
Level 1	8.46	5.51	—
Level 2	8.20	10.09	7.66
Level 3	10.35	12.62	13.93
Level 4	16.04	13.37	14.50
Level 5	14.75	15.63	17.23
Level 6	—	—	19.33
Level 7	18.06	—	22.39
Handlers, equipment cleaners, helpers, and laborers	8.10	9.92	11.01
Level 1	6.39	6.98	7.16
Level 2	8.72	8.70	8.57
Level 3	9.77	11.92	11.55
Level 4	11.11	12.44	14.00
Level 5	—	12.88	15.51
SERVICE	8.24	8.96	13.32
Level 1	5.41	6.19	7.26
Level 2	6.55	6.38	7.26
Level 3	7.30	7.60	8.40
Level 4	12.19	9.56	9.92
Level 5	11.97	10.50	14.30
Level 6	15.33	14.62	15.43
Level 7	15.65	15.90	20.48
Level 8	16.45	17.85	26.51
Level 9	—	—	29.44
Protective service	12.52	12.56	18.98
Level 2	6.15	—	—
Level 3	7.83	7.33	9.17
Level 4	13.96	9.83	—
Level 5	12.36	—	15.43
Level 6	16.09	14.67	19.55
Level 7	16.11	15.10	21.63
Level 8	16.03	—	—
Level 9	—	—	30.70
Food service	6.00	6.24	7.84
Level 1	4.73	5.37	6.00
Level 2	6.33	4.43	6.98
Level 3	5.57	6.76	6.77
Level 4	7.99	8.67	9.40
Level 5	—	—	10.08
Health service	7.76	8.86	9.49
Level 1	6.93	—	—
Level 2	6.87	8.84	7.83
Level 3	7.92	7.77	8.99
Level 4	10.03	10.11	10.42
Level 5	—	—	11.46

See footnotes at end of table.

TABLE C-2. **Mean hourly earnings¹ by occupational group and level,² all workers, selected areas,³ 1997-98**—Continued

Occupational group ⁴ and level	Houston-Galveston-Brazoria, TX	Indianapolis, IN	Seattle-Tacoma-Bremerton, WA
SERVICE —Continued			
Cleaning and building service	\$6.69	\$9.11	\$9.16
Level 1	5.83	7.27	8.16
Level 2	7.06	9.20	8.10
Level 3	9.37	9.11	10.25
Level 4	—	9.84	11.31
Personal service	9.39	9.24	12.56
Level 1	5.95	5.74	5.66
Level 2	6.15	7.55	6.66
Level 3	7.10	—	8.44
Level 4	17.02	—	11.74
Level 5	—	—	18.42

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, hazard pay, deferred income payments, and deadhead pay. Excluded are shift differentials, premium pay for overtime, vacations, and holidays, non-production bonuses, uniform and tool allowances, room and board, third party payments, on-call pay, and tips. The mean is computed by totaling the pay of all workers weighted by hours and dividing by the number of workers.

² Each occupation for which wage data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's ranking within each factor. The points are summed to determine the overall level of the occupation.

³ The average payroll month for Houston-Galveston-Brazoria, TX, was October 1997; Indianapolis, IN, was February 1998; and Seattle-Tacoma-Bremerton, WA, was December 1997.

⁴ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately. n.e.c. means "not elsewhere classified."